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Achievers of the Year- 2025

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Yash Vardhan Bhandari
COO and Executive Director, Hittco

Legacy Reinvented Yash Vardhan Bhandari's

Vision for a Smarter Industrial Future

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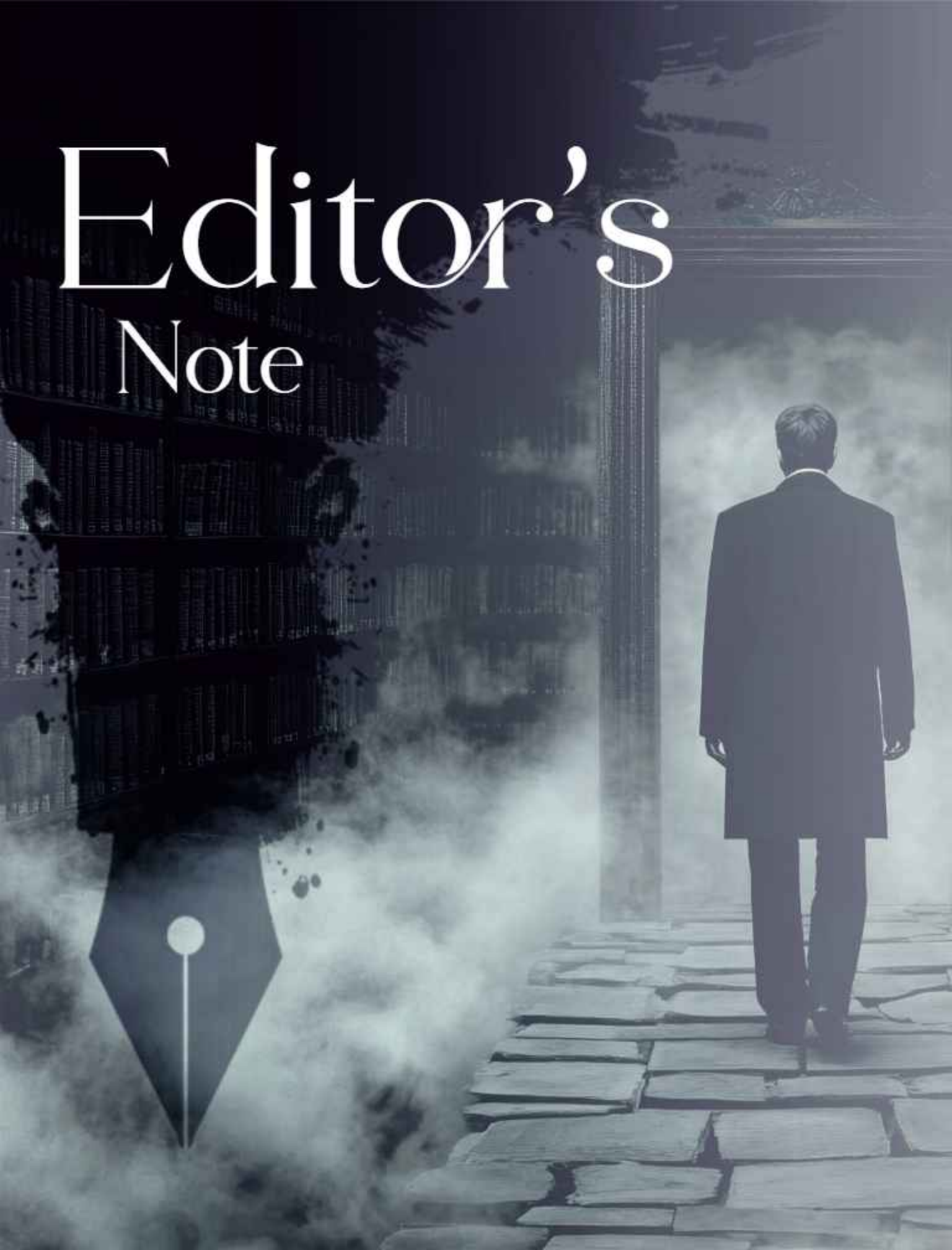

Welcome
the Future Creator
Yash Vardhan Bhandari

New times create new sagas. In now, there is a select few whose emergence into stardom against all odds is the definition of triumph with a real effect on their fields and society as a whole. The courageous, creative, and intensely great achievers create new benchmarks for others to follow. Their tales serve as a reminder of the eliminability of ideas and actions that cause positive change.

It's not simply about milestones; it's about having the capacity to inspire and create a ripple effect of progress. The achievers this year have defined industries and impacted policies that drive transformational solutions; they drove change, evolved with changing landscapes, and converted adversity into opportunity to demonstrate that success is really measured in resilience and adaptability.

Innovation is still the hallmark of this year's winners. In business, technology, governance, or social reach, they have taken innovative approaches and bold ideas that transformed the game. Their ability to forecast trends, challenge long-established dogma, and risk being a calculated gambler has driven their success as well as catalyzed transformation in their domains.

Just as much as values and ethical conduct are behind their success. Nowadays, success cannot be gauged in terms of profits or status but by how well one can bring about positive change, improve lives, and make lasting impacts. These successful people have shown us that true leadership is merely about developing capabilities to generate more leaders, facilitate innovation, and achieve sustainable growth.

These outstanding personalities will continue to matter as the year goes by. Their contributions to the aspirants remind them that ambition and purpose yield extraordinary results. The **'Achievers of the Year - 2025,'** spotlighted **'Yash Vardhan Bhandari**, a legend in the making who is reinventing his 50 years of a family legacy; more than being the **COO, Executive Director**, and a third-generation leader of **Hittco**,' in the following pages of this ***Businessman Magazine***'s exclusive edition, remind us that excellence is a journey, not a destination, filled with vision and resilience and the determination to get it done.

Hope Yash Vardhan's story be worthy of your admiration!

- Gaurav PR Wankhade
Managing Editor

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Yash Vardhan Bhandari
COO and Executive Director
Hittco

Cover Story

Legacy Reinvented

Yash Vardhan Bhandari's

Vision for a Smarter Industrial Future

> "From a young age, I was captivated by the intricacy and importance of cutting tools—how something so small and precise could have such a significant impact on large-scale industries like aerospace, automotive, and medical."

Legacy is always built by legends. These extraordinary individuals strive for excellence in everything they do. They dream for the best and realize their dreams by pursuing their goals constantly. By achieving exceptional results, they create pragmatic innovations that transform the global industrial horizons. Success, for them is not a destination, but a journey of constantly remain agile, adaptive, innovative, resilient and futuristic in their every endeavour.

Meet **Yash Vardhan Bhandari**, a legend in the making who is reinventing his 50 years of a family legacy. More than being the **COO, Executive Director**, and a third-generation leader of Hittco, Yash is known as a revolutionary who is transforming his family business with extensive global expansion and a stronger presence in the UAE region.

An Achiever's Journey: A Vision for Legacy and Innovation at Hittco

For Yash, the journey into the precision cutting tools industry was never just a career choice—it was a calling. As the leader of **Hittco**, Yash carries forward a rich legacy, one that was forged in 1974 when his grandfather, **Surendra Bhandari**, laid the foundation of the company with a singular vision: to bring world-class cutting tools to the Indian manufacturing sector.

"*In many ways, my path was shaped early on by the values and vision embedded in our family business*," Yash shares. "*From a young age, I was captivated by the intricacy and importance of cutting tools—how something so small and precise could have such a significant impact on large-scale industries like aerospace, automotive, and medical.*"

Now representing the third generation of leadership at Hittco, Yash stands at the intersection of tradition and transformation. With the ever-evolving landscape of manufacturing and engineering, he has embraced innovation as both a strategy and a necessity. "*The world has changed dramatically, and so have the expectations of our customers*," he explains. "*To stay relevant, we must do more than uphold our legacy—we must reimagine it. That means adopting cutting-edge technologies, fostering a culture of innovation, and staying relentlessly customer-focused.*"

Under Yash's leadership, Hittco has not only reinforced its position as a trusted name in precision tools but has also charted new territory in terms of global competitiveness and technological agility. "*For me, excellence isn't static—it's a moving target. Leading Hittco means consistently pushing the boundaries of what's possible*," he asserts.

This mindset is especially evident in the company's approach to product development and quality assurance. From leveraging advanced materials to integrating digital manufacturing practices, Yash ensures that every Hittco tool is not just a product but a solution. "*Our cutting tools empower manufacturers across the world. They're more than metal—they're the catalysts for progress*," he says with pride.

But beyond the numbers and innovations, what truly drives Yash is purpose. "*What keeps the fire alive is the impact we create*," he reflects. "*Knowing that our tools contribute to the efficiency, accuracy, and evolution of industries globally—that's what makes this journey fulfilling.*"

Yash's story is not just about inheriting a business—it's about **honouring a legacy through transformation** and ensuring that Hittco not only stands the test of time but continues to define the future of precision manufacturing.

Raising the Bar with Hittco+: A Dream Born from Precision and Passion

As Yash continues to steer Hittco into new eras of growth and technological advancement, one of his most impactful initiatives to date has been the launch of **Hittco+**—a premium line of cutting tools designed to redefine standards in the industry.

"*The inspiration behind Hittco+ came from our relentless commitment to excellence and innovation*," Yash explains. "*We've always believed in setting the bar higher, not just for ourselves but for the entire industry. Today's sectors—especially in **aerospace, medical, and high-end manufacturing**—demand tools that aren't just precise but also incredibly durable and efficient. That's exactly what Hittco+ was built to deliver.*"

True to its name, Hittco+ is an elevated offering—built on the legacy of Hittco but designed for the future. The product line uses **the highest-grade carbide rods, premium materials**, and **state-of-the-art CNC machinery**, combining cutting-edge engineering with Hittco's renowned craftsmanship. This, Yash believes, is where true innovation lies: in taking something great and making it exceptional.

“At the heart of Hittco's evolution is an unwavering dedication to customer satisfaction. The company has built its reputation on exceptional service, superior technical expertise, and the highest degree of integrity.”

"*With Hittco+, our goal was never to just launch a new product—it was to create a new benchmark,*" he says.

"*When a manufacturer picks up a Hittco+ tool, they're not just buying equipment; they're investing in reliability, longevity, and a performance edge that empowers their entire production process.*"

Yash emphasizes that this new line is not just a business strategy—it's a **response to real-world demands**. Having listened closely to customer feedback and studied emerging trends, he knew there was a gap in the market for ultra-premium tools that could withstand extreme conditions while maintaining pinpoint accuracy.

"*Durability, consistency, and precision—that's the trifecta we aimed for,*" Yash adds. "*We know that in critical sectors, even the smallest tool can make the biggest difference. Hittco+ was developed to be that difference.*"

This strategic evolution also reflects Yash's broader philosophy as a leader: to keep evolving without losing sight of the company's core. "*While we embrace the future, we're still deeply rooted in the values my grandfather established—quality, trust, and innovation,*" he says. "*Hittco+ is a perfect representation of that blend. It's the legacy reimagined for today's challenges.*"

For Yash, Hittco+ isn't just a product line—it's a statement of intent. A declaration that **excellence isn't a destination but a continuous journey** driven by passion, guided by precision, and executed with purpose.

Living the Legacy, Leading the Future: A Transformational Foresight for Hittco

As Yash looks ahead, his journey is not just about preserving Hittco's legacy—it's about boldly reimagining its future. With roots tracing back to 1974, Hittco has always stood on a strong foundation of **Innovation, Quality, and Customer-Centricity**—principles that Yash now channels into a global vision that spans industries and borders.

"*Hittco's success,*" Yash shares, "*has never come from standing still. It has come from our ability to evolve. From embracing cutting-edge technologies to staying deeply connected to our customers' needs, transformation is not just a milestone for us—it's a mindset. And at Hittco, we live by it every day.*"

> "Hittco+ is all about Precision. Performance. Perfection. It represents the pinnacle of tool-making, crafted to deliver unmatched quality and reliability for the most demanding applications."

Now, as the company moves into a dynamic new phase, that mindset has driven significant diversification. Under Yash's leadership, Hittco has broadened its horizons beyond cutting tools into sectors such as **Medical Sciences, Life Sciences Technologies, Aerospace & Automotive Engineering, Interior Design & Furniture, Organic & Natural Foods, and even Boutique Property Development & Management**—all while remaining committed to sustainable and environmentally conscious practices.

"*Today's world demands more from companies,*" Yash explains. "*It's not just about what you produce—it's about how you produce it and the impact you make. That's why sustainability is woven into everything we do. From our manufacturing practices to the sectors we engage with, we strive to make decisions that are both progressive and responsible.*"

At the heart of Hittco's evolution is an unwavering dedication to **customer satisfaction**. The company has built its reputation on **exceptional service, superior technical expertise, and the highest degree of integrity**. Yash believes that this customer-first approach has allowed Hittco to flourish through generations.

"*Our customers aren't just clients—they're partners in our journey,*" he says. "*Listening to them, understanding their challenges, and crafting tailored solutions is what has kept us relevant—and ahead. As we expand globally, that philosophy will remain unchanged.*"

Headquartered in **Bengaluru, India**, with a team of seasoned professionals and multiple offices across strategic locations, Hittco is poised for international growth. Yash envisions the company not just as a manufacturer but as an **innovation-driven powerhouse with a global footprint**.

"*My goal,*" Yash concludes, "*is to take Hittco from being a respected Indian brand to a globally admired one—built on values, powered by innovation, and led by purpose. We are just getting started.*"

In Yash's capable hands, Hittco is more than a legacy—it's a **living story of transformation**, built on the past, grounded in the present, and soaring into the future.

> “Leadership is about vision, trust, and empowering people. We foster a culture where innovation thrives, teamwork drives success, and every individual takes ownership. A strong team builds a strong company—that's the key to our growth.”

Pioneering Excellence in a Transforming World: Leading Hittco Forward

In an industry marked by constant transformation, **Yash** has ensured that **Hittco** not only keeps pace but sets the

benchmark. “*Hittco stands out with precision engineering, world-class quality, and innovative solutions tailored for industries like aerospace, automotive, and medical,*” he says with conviction. “*Our ability to adapt to evolving demands while maintaining global standards keeps us ahead.*”

As a third-generation leader, Yash has skillfully shifted the company’s focus toward **automation, R&D, and global expansion**—pillars that have positioned Hittco as a transformational force in the cutting tools sector. “*My priorities have evolved in response to market demands and opportunities. Initially, my focus was on strengthening Hittco’s foundation and creating a loyal customer base. But as the business matured, I shifted my attention to scaling operations, investing in technology and innovation, and now, expanding into international markets.*”

This bold global outlook is exemplified by the launch of **Hittco+** and the company’s recent foray into the **Gulf region**. “*Hittco+ is all about Precision. Performance. Perfection. It represents the pinnacle of tool-making, crafted to deliver unmatched quality and reliability for the most demanding applications.*”

For Yash, this isn’t just business—it’s a mission. “*This is more than just expansion—it’s a commitment to empowering industries with tools that push the boundaries of innovation and excellence,*” he affirms.

A Visionary Leader at the Helm: Yash Vardhan on Culture, Innovation, and Technological Excellence

For **Yash**, leadership is not merely about direction—it’s about inspiration. “*Leadership is about vision, trust, and empowering people,*” he affirms. At **Hittco**, this philosophy has shaped a high-performance culture rooted in innovation and accountability. “*We foster a culture where innovation thrives, teamwork drives success, and every individual takes ownership. A strong team builds a strong company—that’s the key to our growth.*”

Under his guidance, Hittco has become synonymous with **cutting-edge manufacturing** and **customer-centric innovation**. "*At Hittco, innovation and customer satisfaction go hand in hand,*" he explains. As an **ISO 9001:2015 certified** company, Hittco consistently optimizes operations through advanced automation while maintaining uncompromising quality. "*By staying agile, investing in R&D, and understanding customer needs, we deliver precision, reliability, and value—striking the perfect balance between efficiency and excellence.*"

This blend of operational agility and technological sophistication is what Yash refers to as "**technovative transformation**." He notes, "*At Hittco, digitalization and technology drive our growth. We integrate advanced automation, smart manufacturing, and data-driven processes to enhance precision and efficiency.*"

By embracing **Industry 4.0** principles and continuously investing in research, Hittco ensures it remains a driving force in shaping the future. "*Our goal is not just to keep up with the market but to define it—by delivering innovative solutions that empower industries for the future,*" Yash concludes with clarity and purpose.

Resilience, Innovation, and Empowerment: Yash Vardhan's Idea for a Future-Ready Hittco

For Yash, transformation isn't a one-time event—it's a continuous commitment to excellence. One of the most impactful initiatives under his leadership has been Hittco's embrace of **smart manufacturing** and **Industry 4.0** principles. "*At Hittco, digitalization and technology drive our growth,*" he asserts. "*We integrate advanced automation, smart systems, and data-driven processes to enhance precision and efficiency. Our investments in R&D ensure we stay relevant and future-ready.*"

But the transformation doesn't stop at machines—it starts with people. "*The workforce is the cornerstone of any successful organization,*" says Yash. At Hittco, empowering talent is a strategic priority. "*We actively foster a culture of growth, skill development, and ownership. Our employees undergo regular training, engage in innovation programs, and are encouraged to take bold initiatives. It's about unlocking potential at every level.*"

Even in the face of adversity, this approach has paid off. Reflecting on the COVID-19 pandemic, Yash shares, "*That period taught us the value of adaptability and proactive planning. We swiftly implemented remote work, strengthened our supply chain resilience, and deepened our global partnerships.*"

Learning from the crisis, Hittco has developed **comprehensive contingency plans**. "*We've diversified sourcing, embraced digital transformation, and improved inventory strategies. Our goal is to stay agile and forward-thinking,*" Yash adds. "*It's how we'll continue delivering unmatched value, no matter the challenges ahead.*"

A Legacy Carried Forward: Shaping the Future with Purpose

As Yash reflects on his journey and looks toward the horizon, his message to the next generation of leaders is clear and grounded in experience: "*To aspiring entrepreneurs, my advice is simple: stay passionate, be resilient, and adapt quickly. Understand your market, build a strong team, and always focus on delivering value. Surround yourself with the right people, and never stop learning—these are the keys to success in the startup world.*"

With unwavering vision and a commitment to progress, Yash is steering Hittco into the future with bold ambitions. "*By 2025, Hittco will be a global leader in cutting tools, setting new benchmarks in innovation, precision, and sustainability,*" he shares. "*We aim to revolutionize manufacturing by leveraging advanced technologies like AI, automation, and Industry 4.0.*"

Yash sees Hittco not just as a business but as a catalyst for India's industrial transformation. "*Our goal is to reshape key sectors like aerospace, automotive, and medical with solutions that drive performance and sustainability. We're committed to creating jobs, fueling economic growth, and pushing the boundaries of what's possible.*"

As he concludes, Yash emphasizes, "*The future is about leading with purpose, embracing change, and building a legacy that empowers generations to come.*"

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Analysing the Role of the

MODERN BUSINESS

Trailblazers in Transforming the

INDUSTRY TODAY

With the fast-moving world economy, leadership has become a shift away from managerial traditionalism to a more revolutionary role: that of business trailblazer. They are not content with optimizing existing frameworks or operating within the rules of present markets; rather, they are the inventors of completely new paradigms, literally re-mapping industries, challenging conventions, and creating unprecedented standards. A closer examination of the multilateral role of these contemporary business innovators reveals that they have played a most significant role in innovation, culture, market forces, and economic growth during the era of rapid change and high competition.

The most critical role of contemporary business innovators is their visioneering and setting game-changing innovations. They possess the sixth sense to foresee future requirement, see possibilities others miss and imagine solutions others cannot. Trailblazers create new products, services, or business models that create entirely new markets or render others obsolete. Take Elon Musk and SpaceX and Tesla, or company disruptors Travis Kalanick

of Uber and Brian Chesky of Airbnb (beneath previous scandals) shook up sectors like hospitality and transport. These corporate innovators not only take up space, but they set a new mold, compelling entire industries to conform or perish, hence propelling technological adoption and innovation.

In addition, business innovators are also at the forefront of reshaping industry expectations and consumer norms. Coming with higher quality, unparalleled convenience, or even very unusual value propositions, they set the bar higher for others. Apple, for instance, under Steve Jobs' leadership, didn't just sell phones but a complete package of hardware, software, and services that created a new standard of consumer electronics user experience as well as design language. It set other tech companies to a very high bar of extending their services and products way out and thinking about end-to-end customer experiences. Similarly, business innovators like Netflix transformed the entertainment space with innovation in streaming and personalized content delivery and made models of media consumption traditional become redundant. The continuous quest for perfection and customer focus of such business innovators put the virtuous cycle of innovation which enhances human existence and induces entire industries to innovate.

The influence of such business innovators also goes fairly deep into organizational culture and talent management. They will develop mission, experimental, and dynamic cultures. They get their organizations comfortable with strategic risk-taking, and they are learners from failure. They innovate continually. They model the behavior, demonstrating resilience, flexibility, and single-minded striving for greatness. This kind of leadership attracts very special kinds of talent—talents that are drawn to challenging the status quo and to being part of something new. By developing psychological safety cultures, intellectual curiosity cultures, and shared visions, business leaders develop highly committed, responsive workforces who are able to perform well under uncertainty and bottom-up innovate.

Furthermore, such business leaders are helping democratize access and new ecosystems. The majority of record-breaking innovations build upon platforms that are more participatory. For example, cloud infrastructure-based platforms revolutionized by Amazon Web Services (AWS) and Microsoft Azure, spearheaded by visionary business leaders, empowered start-ups and small businesses to take advantage of enterprise-class infrastructure with little initial capital investment. Democratization of technology has produced a proliferation of entrepreneurship and innovation in industries. By creating enablement technologies and open platforms, business innovators spur symbiotic relationships between companies, developers, and consumers to create strong ecosystems that spur collective industry growth.

Strategic vision of today's business innovators also shapes industries by redirecting investment flows and capital investments. Investors, perpetually looking for the next phenomenon, are drawn to firms and CEOs who can talk about futures of possibility and a history of disrupting. It draws huge amounts of capital with it, which reinvests in complementary or related business, generating more innovation. It channels investment away from aged models to future-based technology and business practices that accelerate the growth and development of industries at a rapid rate.

In addition, business innovators turn into good agents of social influence and good ethics. It creates a fund of capital to follow these, which again flows into allied or derivative business, further increasing innovation. Most modern revolution leaders today are motivated by a double bottom line: purpose and profit. They weave in environmental responsibility, social responsibility, and moral leadership into their business models at their very core, compelling a greater transformation toward responsible capitalism. Patagonia's legacy of environmental activism, for instance, has set the benchmark for corporate accountability beyond the clothing sector. This ethical leadership, in turn, generates brand equity as well as regulatory policy and purchasing behavior, driving whole industries towards cleaner and fairer practice.

Ultimately, the part played by today's business leaders in transforming industries today cannot be overstated. Through dreaming and carrying out disruptive innovation, recreating industry standards, creating new organizational culture, democratizing access through early stage ecosystems, redirecting investment flows, and creating social good, these are the true forces of change. Their constant search for belief, dissolving havoc with norms, and ability to bring about deep alteration are needed to the rhythm of the times. As the world continues to see its industries get up and running at record scales, the effects of these business trailblazers will keep on being broad and far-reaching, laying the foundation for innovation, competition, and growth for decades and decades ahead.

Identifying the Impact of an INFLUENTIAL INDUSTRY in the Economic Progress of the Region

TRANSFORMATİVE CATALYSTS

The economic development of any area is seldom an integrated brocade of growth but tends to be dominantly controlled, and in most cases, solely propelled by the existence and prosperity of a dominant industry. A leading industry is an economic keystone, with far-reaching direct and indirect advantages over-spilling into the broader local economy, creating jobs, drawing in investment, driving innovation, and indeed raising the general prosperity and reputation of the region as a whole within the national or international context. Being able to identify the special contribution of such an industry is vital for regional planning and sustainable development.

Perhaps the most tangible and straightforward effect of a dominant industry is wholesale job creation. This covers far more than directly created jobs by the central industry itself. For each direct job created by the central industry (e.g., a semiconductor factory), several more are created in industries that support it. These range from construction, logistics, provision of raw materials, maintenance, and professional services such as law, accounting, and advertising. In addition, increasing numbers of disposable incomes of a rising workforce give rise to regional retailing, hospitality, health, and educational needs, generating further "multiplier effect" jobs. This trickle-down strategy has the effect of substantially lowering unemployment rates, raising standards of living, and generating a solid economic foundation upon which to exist for the region's people.

In addition to direct employment, a healthy industry is a good attractant for capital investment. It is an indicator of a good business climate and quality labour force, and encourages domestic and foreign direct investment. This is manifested in various ways: the erection of new facilities, the setting up of new ancillary firms, or the construction of infrastructure to support the new industry. E.g., the automotive manufacturing sector of places like Detroit (historically) or Bavaria, Germany, has attracted huge investments in factories, R&D centers, and a network of suppliers. While this investment creates immediate short-term economic activity, it also raises the region's long-run productive capacity, diversifies its economy, and creates a more stable financial system.

A leading industry also acts as a powerful innovation and technology developer in an area. Leading companies in such an industry invest heavily in research and development, creating an innovative culture. This leads to the creation of new technology, processes, and products that spill over to other industries. Local educational institutions can align their research agenda with the needs of the industry, thus establishing a win-win situation that gives birth to paradigm shifts in innovations. The Silicon Valley's long success, for instance, highly relies on ongoing innovation in the semiconductor and software industries. This incessant quest for newness fueled by a robust industry catapults the overall level of technology in the whole region and region competitiveness.

The existence of a powerful industry always creates massive growth and development of the infrastructure. For itself, the industry requires robust transport infrastructure (roads, ports, airports), stable power supply, advanced telecommunications, and decent housing for its personnel. Private developers and local governments are invited to invest in such main infrastructures, thus benefiting all inhabitants and businesses in the area. For instance, the growth of large ports or logistics centers is usually prompted by the demand for an industry leadership in manufacturing or export-led leading industry. The ensuing enhanced infrastructure increases accessibility, lowers the cost of operation per business, and promotes the area as more desirable for future investment.

Apart from that, a leading industry will prompt specialist skill sets and training programs to emerge. And as the industry expands, it needs a very skilled pool of workers, and this causes the local schools – from vocational schools right on through to colleges and universities – to change their curriculum in order to specialize in addressing these very particular needs. This is a feedback cycle: industry requires educated labor, the education system provides it, and this reservoir of talent then available serves to make the area more desirable to the core industry and service sectors. This emphasis on focused human capital building not only enhances the employability of the individual but also enhances the region's intellectual capital overall, building a knowledge-based economy.

But dependence on one leading-industry can be detrimental too.

A region can be susceptible to the boom-and-bust cycles, technological obsolescence, or international changes in the leading industry. Therefore, a mature leading industry also carries the duty, and most often the consequence, of enforcing economic diversification. As it prospers, it generates wealth and an energetic environment that can generate new firms within other industries, or stimulate firms in other sectors wishing to take advantage of the area's enhanced infrastructure, educated workforce, and favorable business climate. This diversification, while not necessarily being created immediately by the flagship industry itself, is a significant long-term effect of its original success.

Take the case of Pune, Maharashtra, India. Long associated with the agricultural sector, the arrival of the auto and IT industries made it a major industrial and IT hub. Tata Motors, Mercedes-Benz, Infosys, and Wipro became leading industry experts. They created direct job opportunities of thousands and indirect stimulation of growth in housing, retailing, and services. They attracted other engineering- and IT-focused schools and provided a talent pool of professionals. The needs of these industries triggered massive infrastructure development, improved road connections, and connectivity with Mumbai. It is a case of how a leading industry can turn the socio-economic character of an area tremendously, creating permanent prosperity.

Overall, the influence of a dominant industry on the economic advancement of an area is all-round and sweeping. It is a key driver of employment creation, investment attraction, innovation stimulus, and strategic infrastructure investment impetus. It determines skill sets in education, including specialist skill groups, and can even develop the platforms for diversification in the economy. Although its predominance may be hazardous, a successful alliance with a dominant industry is a pillar on which to build long-term prosperity, filling a region's economic potential into actual prosperity and better way of living of its citizens.

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